

Transgender Equity Council Minutes

Regular Meeting

January 14, 2021 - 05:00 PM

Online Meeting

Members : Shor Salkas (Chair), Hunta Williams (Chair), Kenzie Weller, Ash Ray, Billie Kurek, Emma Grey, KC Pavus, and Destiny Xiong (Quorum - 8)

Members Absent: Ray Lockman, Nicolas Cruz, CeCe McDonald

Others Present: Melissa Lund (interpreter), Koko Chino (interpreter), Myles Daoust (ASL Intern), Rehema Martinez

Staff : Track Trachtenberg

Call To Order – 5:15 PM

1. Roll Call.
2. Adoption of the agenda. – Hunta motioned, Emma seconded, 8 in favor, 3 absent, none opposed
3. Acceptance of minutes – Hunta motioned, Emma seconded, 8 in favor, 3 absent, none opposed
 1. [Nov 12, 2020 Transgender Equity Council](#)
 2. [Dec 10, 2020 Transgender Equity Council](#)

Discussion

4. Recording meetings
 1. New City requirement to record all public meetings; will be posted to YouTube. Please contact Track with any concerns
 2. Track – follow up about redacting names or using only audio
5. Orientation for new members
 1. All members will get info about subcommittees, TEC rules, etc.
 2. Fifth year of TEC!
 3. Track – send orientation packets!
 4. Accessibility – speak one at a time, say and spell your name before speaking, watch the person signing rather than the interpreter (pin the person if necessary)
6. Report-back from staffing survey feedback

1. Sent survey to TEC members at the end of 2020 re: how Track's staff role was working; most want the same amount of support moving forward but more information about what's going on in City Council
2. Track – send instructions of how to get on newsletters
7. Approving 2021 TEC and subcommittee calendars – shor motioned, Emma seconded – 8 in favor, 3 absent, none opposed
 1. TEC: Second Thursdays of the month from 5-7 PM, with May and November moved to first Thursday of the month
 2. Policy: Fourth Mondays 1-2 PM
 3. Training: First Fridays 2:30-3:30 PM with January meeting moved to second Friday, Jan 8)
8. Approving updated bylaws – Emma motioned, Hunta and KC seconded, 8 in favor, 3 absent, none opposed
[TEC Bylaws2020](#)
9. Co-Chair elections
 1. Hunta and shor have been co-chairs since October 2019; term is ending
 2. Try to work really collaboratively with Track and each other
 3. Meet at least monthly to prep agendas for upcoming meetings; strategizing priorities, when to bring in guest speakers, etc. Also discuss upcoming issues – and it's fun, and a really powerful advocacy experience (opportunities to support Duluth starting a board similar to the TEC, supporting Black Lives Matter)
 4. Moving forward, are trying to be really mindful of what the TEC's work is – harness our energy and keep on track to what we're committed to doing
 5. If more people are interested in serving as co-chairs in the future, could elect a third and split the role three ways
 6. Self-nominating:
 1. Hunta: want to continue this work; we have motivation and I want to see it continue. Want to see positive action and support; want to represent DeafBlind community and love the work we're doing here
 2. Kenzie: excited about this work; have a balance of knowledge to bring and things to learn and take away; come from Human Services (mostly working with homeless youth)
 7. Motion to elect Hunta and Kenzie – Billie motioned, Destiny seconded; 8 in favor, 3 absent, none opposed, motion carries
10. Trans Issues Work Group updates
 1. Request for Proposals (shelters, street outreach, maybe other social services) require grantee compliance with trans equity policy that Track is writing
 1. Connecting to County
 2. Trying to figure out how to institutionalize so that it always ends up in the relevant contract requirements
 2. Training

1. Pushing for recorded components, content in employee manuals and orientation documents
2. Survey still on pause

11. Subcommittee updates:

4. Training

1. Met last week
 2. ASL training is drafted for April but need to confirm that City (Neighborhood and Community Relations) is committed to funding this work in an ongoing way
 3. Track, Destiny, Dawn (Director of Learning and Development), Patience (Director of HR), Joy (Director of Division of Race and Equity) meeting in two weeks to talk about improving advertising for these trainings and trying to get the HR survey restarted (it was drafted, but never went out because of COVID)
 4. Looking for a trainer because our contract is up – if you know someone who does gender inclusivity trainings, please contact Track! Who offers trainings:
 - i. Shor
 - ii. Cat Hammond
 - iii. Hunta
 5. What is the length of the contract? Could we get the entire City trained in the length of this contract?
 - i. Part of Joy/Destiny/Dawn/Patience/Track conversation
 - ii. Had a standard agreement with previous contractor; set a specific timeframe and she would be compensated for any trainings that were requested within that timeframe. We would determine that with whoever is selected. Would work better to be compensated by department, rather than by timeline
 6. How can we get advocacy and training for Deaf individuals and related to disability in general?
 - i. Ask trainer to include some content, once we start contracting with someone
 - ii. Track – connect to MACPOD board
 7. Support all of the drafted recommendations to POGO so far
- ##### 2. Policy
1. City Council budget updates – where money reallocated from MPD was going (mental health professionals)
 2. All-gender bathroom construction
 - i. Track – get more info about where this is at
 3. What is the most powerful way to present a public awareness campaign?
 4. PLEASE send feedback on the draft recommendations!! Let Track know if you want to help write them up
 3. New folks – please join subcommittees so we can keep the momentum moving!

1. Summit Planning meets more like February through fall

[2020 TEC Recommendations to Council - DRAFT](#)

12. Office of Violence Prevention letter reflections and response
 1. September(?) 2020, OVP gave a presentation to the TEC that was difficult and traumatizing; did not feel well-thought out and was not tailored to trans people. It was really triggering
 2. TEC followed up with a letter outlining some of the issues in the presentation/how OVP responded to the feedback in the moment
 1. TRACK, resend link to this letter
 3. Hunta and shor met with CM Cunningham to talk about the importance of trans/GNC voices influencing violence prevention work
 4. Hunta and shor are scheduling meeting with them; while the situation was problematic, trying to build a relationship as it's important for trans/GNC folks to have input in how the City does violence prevention work
 5. Reflections on their response letter/feedback for Hunta and shor to offer:
 1. Feels vague – accept their apology, but doesn't feel like they fully acknowledged what happened. Also didn't include any Deaf or Hard of Hearing access within their presentation
 2. Ask of them: doing more trauma-informed work for their presentations (including being accessible), centering trans people in the conversation about violence and finding and naming the data
 3. Felt very white and cisgender. If they're talking about data, trafficking, etc., doesn't actually feel like they're thinking about trans people
 4. If you have more thoughts on what work you want their office to be doing, let shor/Hunta/Track know

[OVP Letter to Transgender Equity Council](#)

Adjournment – 6:50 PM

Notice:

Members of the Board may participate remotely by telephone or other electronic means due to the local public health emergency (novel coronavirus pandemic) declared on March 16, 2020, pursuant to the provisions of MN Statutes Section 13D.021. A portion of this meeting may be closed to the public pursuant to MN Statutes Section 13D.03 or 13D.05.

To join the meeting as a member of the public, call 612-276-6670 and enter Conference ID: 898 339 770#

Next Transgender Equity Council meeting: Jan 27, 2021

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- Your attendance at the meeting;
- Your name, residential address, email or phone number, or other personal contact details;
- Your comments at the meeting, whether part of a formal hearing or comment period or otherwise; and
- Any submissions you provide before or after the meeting which are included as part of the public record of the meeting.

A portion of this meeting may be closed to the public pursuant to MN Statutes Section 13D.03 or 13D.05.

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